



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of Akachi Adibemma
and Ngozi Uchuno, Rehabilitation
Counselor, Mental Health
(PS2660H), Greystone Park
Psychiatric Hospital

Examination Appeals

CSC Docket Nos. 2021-1708 and 2021-
1047

ISSUED: JULY 2, 2021 (SLK)

Akachi Adibemma and Ngozi Uchuno appeal the determinations of the Division of Agency Services (Agency Services) that they did not meet the experience requirements for the promotional examination for Rehabilitation Counselor, Mental Health (PS2660H), Greystone Park Psychiatric Hospital. The appeals have been consolidated due to common issues presented.

The subject examination's closing date was March 23, 2020. The education requirement was a Bachelor's degree with 24 credits in any combination of vocational counseling, rehabilitation counseling, psychology, sociology, social work, vocational guidance, special education or related areas. The experience requirements were one year of experience in vocational/rehabilitation guidance or counseling, other related guidance and counseling, or social or medical casework in a rehabilitation agency, facility or other social program designed to increase the employability or social productivity of clients. A Master's degree in any of the above areas may be substituted for one year of the experience indicated above. Applicants who possessed the 24 semester hour credits listed above but who did not possess the Bachelor's degree could substitute additional experience for the remaining education on a year-for-year basis, with one year of experience equal to 30 semester hour credits. Further, the announcement indicated that applicants must attach a copy of their transcript to their application and that failure to do would result in rejection from the examination process. A total of 20 employees applied and two were determined eligible.

Certification PS210475 was issued containing the names of the two eligibles and its disposition is due August 5, 2021. The list expires on April 28, 2024.

On his application, Adibemma indicated that he had a Bachelor's degree. Additionally, he indicated that he was a Human Services Technician from July 1996 to the March 23, 2020 closing date. Agency Services determined that he lacked 24 of the required credits and one year of experience.

On her application, Uchuno indicated that she had a Bachelor's degree. She also indicated that she was an Instructor Counselor from November 2003 to the March 23, 2020 closing date, a Human Services Technician from September 2000 to November 2003, a Cashier/Customer Service for Kentucky Fried Chicken from 1999 to 2000, a Credit Control Officer for Nigerian Telecommunications Limited from 1995 to 1999, a Recreation Officer 3 for USELU Psychiatric Hospital from 1992 to 1995, and a Teacher from November 1991 to November 1992. Agency Services credited her with having a Bachelor's degree and having met the experience requirements, but determined that she lacked 24 credits in the required areas.

On appeal, Adibemma encloses his transcripts to show his credits hours in psychology. He also submits his diplomas in Health and Administration and Management, his Associate's degree in Health Administration, and his certificates. Adibemma asserts that he meets the education and experience requirements.

Uchuno presents that she has a Bachelor's degree in Business Administration and she resubmits her resume which describes her experience in various positions to support her assertion that she is qualified.

CONCLUSION

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the promotional examination announcement by the closing date.

N.J.A.C. 4A:4-6.3(b) provides, in pertinent part, that the appellant shall have the burden of proof in examination appeals.

Concerning Adibemma, the subject announcement stated that applicants **must** attach a copy of their transcript to their application and that **failure to do will result in rejection from the examination process**. A review of the Online Application System (OAS) indicates that he did not submit his transcript with his application. Therefore, Agency Services correctly determined that he was ineligible. Regardless, a review of his resume indicates that he presents general psychology, abnormal psychology, child psychology and development and sociology as classes that he completed. However, a review of his transcript indicates that these classes total 12 credits, which is less than the 24 credits in specialized areas that is required and

his transcript does not indicate any other classes in the required areas. Moreover, he has not clearly described that he was performing the required duties as a Human Service Technician. Further, even if he did, such duties in this title would not be at the level and scope and/or out-of-title for the subject examination.

Regarding Uchuno, she received credit for her Bachelor's degree and her experience. However, a review of her transcript indicates that she majored in Business Administration and did not take any classes in vocational counseling, rehabilitation counseling, psychology, sociology, social work, vocational guidance, or special education as required. Therefore, Agency Services correctly determined that she was not eligible.

ORDER

Therefore, it is ordered that these appeals be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 30TH DAY OF JUNE, 2021

Deirdre' L. Webster Cobb

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c: Akachi Adibemma (2021-1708)
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